

EQUALITY IMPACT ASSESSMENT – MILL BRIDGE TRO

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Mike Jones	Department and service:	Plymouth Highways, Traffic Management	Date of assessment:	18/11/2024
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Mike Artherton	Signature:	<i>M. Artherton</i>	Approval date:	27/11/2024
Overview:	<p>The proposed scheme is designed to benefit both pedestrians and cyclists, including people with disabilities. The scheme aims to deliver major health benefits providing and opportunity for the residents of Plymouth to walk and cycle more safely. The proposal aims to encourage modal shift, reducing congestion on our roads and lowering the amount of carbon emissions from traffic.</p> <p>Proposals include:</p> <ul style="list-style-type: none"> • a new zebra and a parallel cycle crossing on Mill Bridge • a new 20mph Speed Limit Zone, enforced by average speed cameras. Lower speeds are needed around the proposed crossing due to limited forward visibility on the approach from Eldad Hill and require enforcement to ensure that drivers do not approach the crossing at too high a speed. Requests for the introduction of a 20mph speed limit on Eldad Hill are regularly received due to the volume of traffic and narrowness of the footpath and road. The proposals would also include the area covered by the existing 20mph Zone at the High Street and Millbay Primary Academy. Recent public engagement in the surrounding areas has supported the extension of a 20mph Zone. • reconfiguration of the existing informal parking area and bus stops on Mill Bridge. Pedestrian Crossings usually result in the loss of several parking spaces on each approach because of the requirement to provide Zig Zag markings. This design has limited the loss to two spaces by converting the Bus Bays to parking and providing build outs for bus passengers to use. • a new cycle on-ramp to access the shared-use (walking and cycling) path on the eastern side of Mill Bridge • relocation of waste bins for Eldad Hill residents • additional gullies to improve drainage on Mill Bridge. 				

	<p>This will link two parts of a designated Local Green Space (Stonehouse Creek and Victoria Park) as well as improving continuity of the National Cycle Network Route 2 and Plymouth's planned strategic cycle network. This area also forms part of LCWIP cycle route 2.</p> <p>The proposal is intended to improve safety for pedestrians and cyclists at this location, especially for the children attending the 5 primary schools situated within the proposed 20mph Zone.</p>
<p>Decision required:</p>	<p>THE CITY OF PLYMOUTH (TRAFFIC REGULATION ORDERS) (AMENDMENT ORDER NO. 2024.2137323 MILL BRIDGE CROSSING SCHEME) ORDER & THE CITY OF PLYMOUTH (TRAFFIC MOVEMENT AND SPEED LIMIT REGULATIONS) (AMENDMENT ORDER NO. 2024.2137323 MILL BRIDGE CROSSING SCHEME) ORDER</p> <p>To implement the following amendments to The City of Plymouth (Traffic Regulation and Street Parking Places) (Consolidation) Order 2004 & The City of Plymouth (Traffic Movement and Speed Limit Regulations) (Consolidation) Order 2022.</p> <ol style="list-style-type: none"> 1. Add/Amend Parking Restrictions on lengths of the following roads: Edgcombe Avenue, Hotham Place, Eldad Hill & Stoke Road 2. Add 20mph Zone on lengths of the following roads; Adelaide Lane, Adelaide Place, Adelaide Street Ope, Alice Lane, Alice Street, Anstis Street, Archer Place, Archer Terrace, Arundel Crescent, Ashley Place, Battery Street, Bayswater Road, Belmont Street, Boon's Place, Cambridge Lane West, Cathedral Street, Cecil Cotts, Cecil Street, Claremont Street, Clarence Place, Crawford Road, Dairy Lane, De La Hay Avenue, Downton Close, Edgcombe Avenue, Eldad Hill, Essex Street, Eton Avenue, Eton Place, Eton Street, Fellowes Place, Fellowes Place Lane South, Fellows Lane, Fitzroy Road, Flora Cottages, Flora Court, Flora Street, Francis Street, Frederick Street East, Frederick Street West, Gloucester Place, Halfpenny Court, Harwell Street, Hastings Street, Hastings Terrace, Haystone Place, Hetling Close, High Street, Hotham Place, Ilbert Street, King Street, Manor Gardens, Manor Street, Melbourne Cottages, Melbourne Place, Melbourne Street, Mill Bridge, Molesworth Road, Neswick Street, North Road West, Ocean City Place, Octagon Street, Oxford Place, Oxford Street, Palmerston Street, Paradise Road, Patna Place, Peel Street, Penrose Street, Penrose Street West, Prynne Close, Quarry Cotts, Queen's Gate, Rendle Street, Rutger Place, St Barnabas Terrace, St Mary Street, Staddon Terrace Lane, Stoke Road, Stuart Road, Sydney Street, Union Place, Valletort Lane, Valletort Place, Valletort Road, Victoria Avenue, Wantage Gardens, Waterloo Close, Well Gardens, Wilton Road, Wilton Street, Wingfield Way, Wolsdon Place, Wolsdon Street, Wyndham Lane, Wyndham Mews, Wyndham Square, Wyndham Street East <p>The proposal also included advertisement of a Parallel Crossing on Mill Bridge, approx. 76.5 metres south east of its junction with Edgcombe Avenue.</p> <p>As set out in the briefing report.</p>

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| | <p>I. It is recommended that: The scheme is constructed and introduced along with the 20mph Zone enforced with an Average Speed Camera system as advertised.</p> |
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SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

<p>Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?</p>	Yes		No	√
<p>Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?</p>	Yes		No	√
<p>Is a full Equality Impact Assessment required? (if you have answered yes to either of the questions above then a full impact assessment is required and you must complete section two)</p>	Yes	√	No	
<p>If you do not agree that a full equality impact assessment is required, please set out your justification for why not.</p>				

SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g. data and consultation feedback)	Adverse impact	Mitigation activities	Timescale and responsible department
Age	<p>Plymouth 16.4 per cent of people in Plymouth are children aged under 15. 65.1 per cent are adults aged 15 to 64.</p>	No adverse impact anticipated		

	<p>18.5 percent are adults aged 65 and over. 2.4 percent of the resident population are 85 and over.</p> <p>South West 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64. 22.3 per cent are aged 65 and over.</p> <p>England 17.4 per cent of people are aged 0 to 14. 64.2 per cent of people are aged 15 to 64. 18.4 per cent of people are aged 65 and over.</p> <p>(2021 Census)</p>			
<p>Care experienced individuals (Note that as per the Independent Review of Children’s Social Care recommendations, Plymouth City Council is treating care experience as though it is a protected characteristic).</p>	<p>It is estimated that 26 per cent of the homeless population in the UK have care experience. In Plymouth there are currently 7 per cent of care leavers open to the service (6 per cent aged 18-20 and 12 per cent of those aged 21+) who are in unsuitable accommodation.</p> <p>The Care Review reported that 41 per cent of 19-21 year old care leavers are not in education, employment or training (NEET) compared to 12 per cent of all other young people in the same age group.</p> <p>In Plymouth there are currently 50 per cent of care leavers aged 18-21 Not in Education Training or Employment (54 per cent of all those care leavers aged 18-24 who are open to the service).</p>	<p>No adverse impact anticipated</p>		

	There are currently 195 care leavers aged 18 to 20 (statutory service) and 58 aged 21 to 24 (extended offer). There are more care leavers aged 21 to 24 who could return for support from services if they wished to.			
Disability	9.4 per cent of residents in Plymouth have their activities limited 'a lot' because of a physical or mental health problem. 12.2 per cent of residents in Plymouth have their activities limited 'a little' because of a physical or mental health problem (2021 Census)	No adverse impact anticipated		
Gender reassignment	0.5 per cent of residents in Plymouth have a gender identity that is different from their sex registered at birth. 0.1 per cent of residents identify as a trans man, 0.1 per cent identify as non-binary and, 0.1 per cent identify as a trans women (2021 Census).	No adverse impact anticipated		
Marriage and civil partnership	40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are widowed, with 2.5 per cent are separated but still married. 0.49 per cent of residents are, or were, married or in a civil partnerships of the same sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census).	No adverse impact anticipated		
Pregnancy and maternity	The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total fertility rate (TFR) for Plymouth in 2021 was 1.5.	No adverse impact anticipated		

<p>Race</p>	<p>In 2021, 94.9 per cent of Plymouth’s population identified their ethnicity as White, 2.3 per cent as Asian and 1.1 per cent as Black (2021 Census)</p> <p>People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different term to describe their ethnicity (2021 Census)</p> <p>92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).</p>	<p>No adverse impact anticipated</p>		
<p>Religion or belief</p>	<p>48.9 per cent of the Plymouth population stated they had no religion. 42.5 per cent of the population identified as Christian (2021 Census).</p> <p>Those who identified as Muslim account for 1.3 per cent of Plymouth’s population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).</p>	<p>No adverse impact anticipated</p>		
<p>Sex</p>	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p>	<p>No adverse impact anticipated</p>		
<p>Sexual orientation</p>	<p>88.95 per cent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06 per cent describe their sexuality as bisexual, 1.97 per cent of people describe their sexual orientation as gay or lesbian. 0.42 per cent</p>	<p>No adverse impact anticipated</p>		

	of residents describe their sexual orientation using a different term (2021 Census).			
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SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	No adverse impact has been identified.		

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Celebrate diversity and ensure that Plymouth is a welcoming city.	No adverse impact has been identified.		
Pay equality for women, and staff with disabilities in our workforce.	No adverse impact has been identified.		
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	No adverse impact has been identified.		
Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.	No adverse impact has been identified.		

Plymouth is a city where people from different backgrounds get along well.	No adverse impact has been identified.		
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